

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CA-144349	01/09/15

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer McDonald's		b. Tel. No. (703)323-9433, ext. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (street, city, state ZIP code) International Golden Foods, LLC, 8996 Fern Park Dr Burke, VA 22015-1612	e. Employer Representative (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) of Store #14307	f. Fax No.
		g. e-Mail (b) (6), (b) (7)(C)@igoldenf.com
		h. Dispute Location (City and State) Washington, DC
i. Type of Establishment (factory, nursing home, hotel) Restaurant	j. Principal Product or Service Fast food	k. Number of workers at dispute location 10

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2014, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C), from Store #14307 located at 1944 14th Street NW in Washington, DC, because of (b) (6), (b) (7)(C) protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

an Individual

Print Name and Title

(b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

ALG Inquiry ID

CHARGE ASSIGNMENT SHEET (EMPLOYER)

Case No.: 05-CA

144349

CASE NAME:

McDonald's

DATE FILED:

1/9/15

CATEGORY:

☐ I ☐ II ☒ III

Potential 10(j)

Yes

8(a)(2) (indicated name of union):

discriminatees

8(a)(3):

of Employees (if not currently on charge) 10

IO charge? Yes: ☒ No: ☐

Dispute City: Washington

Dispute State: DC

HOT TOPIC?

Yes: ☒ No: ☐

Fast Food

Barg Status:

- ☐ Existing Contract
☐ None
☒ Organizational Campaign
☐ Seeking Initial Contract
☐ Seeking Successor Contract

COMMENTS:

Save Per Memo R-2
to oper.

SUPERVISOR:

MBK

AGENT:

Molano

8(a)(1)

- ☐ Coercive Actions (Surveillance, etc.)
☐ Coercive Rules
☐ Coercive Statements (Threats, Promises of Benefits, etc.)
☒ Concerted Activities (Retaliation, Discharge, Discipline)
☐ Denial of Access
☐ Discharge of supervisor (Parker-Robb Chevrolet)
☐ Interrogation (including Polling)
☐ Lawsuits
☐ Weingarten

8(a)(2)

- ☐ Assistance
☐ Domination
☐ Unlawful Recognition

8(a)(3)

- ☐ Changes in Terms and Conditions of Employment
☐ Discharge (Including Layoff and Refusal to Hire (not salting))
☐ Discipline
☐ Lockout
☐ Refusal to Consider/Hire Applicant (salting only)
☐ Refusal to Reinstatement Employee/Striker (e.g. Laidlaw)
☐ Retaliatory Lawsuit
☐ Shutdown or Relocate/ Subcontract Unit Work
☐ Union Security Related Actions

8(a)(4)

- ☐ Changes in Terms and Conditions of Employment
☐ Discharge (including Layoff and Refusal to Hire)
☐ Discipline
☐ Refusal to Reinstatement Employee/Striker
☐ Shutdown or Relocate/ Subcontract Unit Work

8(a)(5)

- ☐ Alter Ego
☐ Failure to Sign Agreement
☐ Refusal to Bargain/Bad Faith Bargaining (including surface bargaining/direct dealing)
☐ Refusal to Furnish Information
☐ Refusal to Hire Majority
☐ Refusal to Recognize
☐ Repudiation/Modification of Contract[Sec 8(d)/Unilateral Changes
☐ Shutdown or Relocate (e.g. First National Maintenance).Subcontract Work

8(e)

- ☐ All Allegations against a Labor Organization
☐ All Allegations against an Employer

proofed by: [Signature] 1/14/15

Data Entry Requirements for Injunction 10(j) Windows in NxGen

Injunction 10(j) Window:	Case Name:	Case Number:
Panel	Fields	Data Entry
Identification	Date Requested	
	Party Requesting	
	Sua Sponte	1/9/15
	Date Charged Party Notified	Docket HC
Additional Comments:		



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198



Download
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January 14, 2015

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) of Store #14307
McDonald's
International Golden Foods, LLC
8996 Fern Park Dr.
Burke, VA 22015-1612

Re: McDonald's
Case 05-CA-144349

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Ximena P. Molano whose telephone number is (202) 273-2926. The mailing address is 1099 14th St., N.W., Suite 6300, Washington, DC 20570-0001. If Ximena P. Molano is not available, you may contact Field Attorney Timothy Bearese whose telephone number is (410) 962-2881.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as**

one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.

Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, reading "Charles L. Posner". The signature is written in a cursive style with a large, stylized "C" and "P".

Charles L. Posner
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

McDonald's

CASE NUMBER

05-CA-144349

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$

YES NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$**H. Gross Revenues from all sales or performance of services (Check the largest amount)**☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MCDONALD'S

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 05-CA-144349

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on January 14, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) of Store #14307

McDonald's

International Golden Foods, LLC

8996 Fern Park Dr.

Burke, VA 22015-1612

January 14, 2015

Date

Andrew Giannasi, Designated Agent of NLRB

Name

/s/ **Andrew Giannasi**

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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January 14, 2015

(b) (6), (b) (7)(C)

Re: McDonald's
Case 05-CA-144349

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on January 09, 2015 has been docketed as case number 05-CA-144349. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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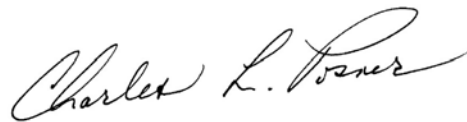
Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, reading "Charles L. Posner". The signature is written in a cursive, flowing style.

Charles L. Posner
Regional Director

Enclosure: Copy of Charge

Employee Name (b) (6), (b) (7)(C)		Company Name & Address U STREET GOLDEN FOODS LLC 8996 FERN PARK DRIVE BURKE, VA 22015	
Company 3509	Division (b) (6), (b) (7)(C)	Date Hired (b) (6), (b) (7)(C)	Social Security Number (b) (6), (b) (7)(C)
Payroll Start (b) (6), (b) (7)(C) 2014	Payroll End (b) (6), (b) (7)(C) 2014	Social Security Number (b) (6), (b) (7)(C)	Social Security Number (b) (6), (b) (7)(C)

EARNINGS			TAXES	DEDUCTIONS	YEAR TO DATE		
DESCRIPTION	MEASUREMENT	RATE	AMOUNT	DESCRIPTION	AMOUNT	DESCRIPTION	AMOUNT
REGULAR	(b) (6), (b) (7)(C)			FICA MEDFICA FED WTH DC	(b) (6), (b) (7)(C)	GROSS FICA MEDFICA FED WTH STATE	(b) (6), (b) (7)(C)
						ACCRUAL BALANCES VACATION SICK PERSONAL (b) (6), (b) (7)(C)	
Total	(b) (6), (b) (7)(C)	\$	(b) (6), (b) (7)(C)	Total	\$	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Company Name & Address U STREET GOLDEN FOODS LLC 8996 FERN PARK DRIVE BURKE, VA 22015	
Current (b) (6), (b) (7)(C) Divisions	(b) (6), (b) (7)(C)	Other (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C) 2014	FW ST

EARNINGS			TAXES	DEDUCTIONS	YEAR TO DATE		
DESCRIPTION	RATE	AMOUNT	DESCRIPTION	AMOUNT	DESCRIPTION	AMOUNT	AMOUNT
REGULAR	(b) (6), (b) (7)(C)		FICA MEDFICA FED WTH DC	(b) (6), (b) (7)(C)	GROSS FICA MEDFICA FED WTH STATE		(b) (6), (b) (7)(C)
					ACCRUAL BALANCES		
					VACATION	SICK	PERSONAL
					(b) (6), (b) (7)(C)		
Total	(b) (6), (b) (7)(C)	\$	Total	\$	Total	\$	(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	Employer/Supervisor (b) (6), (b) (7)(C)			Company Name & Address U STREET GOLDEN FOODS LLC 8996 FERN PARK DRIVE BURKE, VA 22015	
(b) (6), (b) (7)(C) Division	Department (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		
Paid (b) (6), (b) (7)(C) 2014	Fringe (b) (6), (b) (7)(C) 014	Check Date (b) (6), (b) (7)(C) 2014	PAID BY (b) (6), (b) (7)(C)		

EARNINGS			TAXES	DEDUCTIONS	YEAR TO DATE		
DESCRIPTION	DOLLARS	CENTS	DESCRIPTION	AMOUNT	DESCRIPTION	AMOUNT	
REGULAR	(b) (6), (b) (7)(C)		FICA MEDFICA FED WTH DC	(b) (6), (b) (7)(C)	GROSS FICA MEDFICA FED WTH STATE	(b) (6), (b) (7)(C)	
					ACCRUAL BALANCES		
					VACATION	SICK	PERSONAL
					(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
Total	(b) (6), (b) (7)(C)	\$	Total	(b) (6), (b) (7)(C)	Total	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) Division	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C)

Company Name & Address
U STREET GOLDEN FOODS LLC
 8996 FERN PARK DRIVE
 BURKE, VA 22015

EARNINGS	TAXES	DEDUCTIONS	YEAR TO DATE
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DESCRIPTION	HOURS	RATE	AMOUNT	DESCRIPTION	AMOUNT	DESCRIPTION	AMOUNT
REGULAR	(b) (6), (b) (7)(C)			FICA	(b) (6), (b) (7)(C)	GROSS	(b) (6), (b) (7)(C)
				MEDFICA		FICA	
				FED WTH		MEDFICA	
				DC		FED WTH	
						STATE	

(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Company Name & Address U STREET GOLDEN FOODS LLC 8996 FERN PARK DRIVE BURKE, VA 22015	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

EARNINGS	TAXES	DEDUCTIONS	YEAR TO DATE
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Total	(b) (6), (b) (7)(C)	\$	(b) (6), (b) (7)(C)	Total	\$	(b) (6), (b) (7)(C)	Total	\$	(b) (6), (b) (7)(C)	Check Number:	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
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(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			Company Name & Address U STREET GOLDEN FOODS LLC 8996 FERN PARK DRIVE BURKE, VA 22015
Division	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C) 2014	(b) (6), (b) (7)(C)	

EARNINGS			TAXES	DEDUCTIONS	YEAR TO DATE		
DESCRIPTION	AMOUNT	PAY DATE	DESCRIPTION	AMOUNT	DESCRIPTION	AMOUNT	DESCRIPTION
REGULAR	(b) (6), (b) (7)(C)		FICA MEDFICA FED WTH DC	(b) (6), (b) (7)(C)		GROSS FICA MEDFICA FED WTH STATE	(b) (6), (b) (7)(C)
					<div>ACCRUAL BALANCES</div> <div>VACATION SICK PERSONAL</div> <div>(b) (6), (b) (7)(C)</div>		
Total	(b) (6), (b) (7)(C) \$		Total	(b) (6), (b) (7)(C) \$	Total	(b) (6), (b) (7)(C) \$	(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
< +1 (b) (6), (b) (7)(C) >

Qué pasó no agara la
ponchado

sep 11, 2014 9:02 P.M.

(b) (6), (b) (7)(C)

<Asunto: NoSubject>

(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	IN	Notes
75	PUNCHES:			5:12
	ADD PUNCH:			
4	PUNCHES:			8:43
	ADD PUNCH:			
7	PUNCHES:			7:28
	ADD PUNCH:			
23	PUNCHES:			7:31
	ADD PUNCH:			
SEARCH FOR EMPLOYEE				(b) (6), (b) (7)(C)

sep 12, 2014 1:19 P.M.

Hola ay disculpe el
atrevimiento yole
estaba avisando que si
puede dejar con cualquier

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6),
(b) (7)
(C)

PUNCHES:
ADD PUNCH:

PUNCHES:

ADD PUNCH:

PUNCHES:

ADD PUNCH:

SEARCH FOR EMPLOYEE = (F7)



(b) (6), (b) (7)(C)

+1 (b) (6), (b) (7)(C)



Hola ay disculpe el
atrevimiento yole
estaba avisando que si
puedo dejar con kualquier
(b) (6), (b) (7)(C) las camisa del
uniforme

sep 18, 2014 11:58 A.M.

(b) (6), (b) (7)(C)

Buenas tarde ke día ba
estar Enla tienda para
platicar

sep 19, 2014 6:24 P.M.

(b) (6), (b) (7)(C)

Buenas noches (b) (6), (b) (7)(C)
cuando vaestar en la
tienda porfavor

sep 21, 2014 9:34 P.M.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
+1 (b) (6), (b) (7)(C)



Mire bine a dejar las
camisas ilepregunte
(b) (6), (b) (7)(C) por la carta de
conpley kemedijo pero
dijo keno estaba nada
usted dijo que me la iba
adar por ke yola necesito

sep 29, 2014 4:03 P.M.

(b) (6), (b) (7)(C)

Cual complaint le dijeron su
cheque o no

sep 29, 2014 4:05 P.M.

No la carta por lo cual no
trabajaba mas

sep 29, 2014 4:06 P.M.

(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

+1 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

por la carta de
conpley kemedijo pero
dijo keno estaba nada
usted dijo que me la iba
adar por ke yola necesito

sep 29, 2014 4:03 P.M.

(b) (6), (b) (7)(C)

Cual complaint le dijeron su
cheque o no

sep 29, 2014 4:05 P.M.

No la carta por lo cual no
trabajaba mas

sep 29, 2014 4:06 P.M.

(b) (6), (b) (7)(C)

Mi pregunta Es le dieron su
cheque o no

sep 29, 2014 4:07 P.M.

From: [Kalaris, Mark](#)
To: [Molano, Ximena P.](#)
Cc: [Shuster, Steven L.](#)
Subject: FW: McDonald's Case 05-CA-144349: Team Dismissal
Date: Monday, February 9, 2015 5:30:52 PM
Importance: High

We have been given the ok by Region 2 to process the disposition in this case. You may solicit the withdrawal

From: Dunham, Geoffrey
Sent: Monday, February 09, 2015 5:30 PM
To: Kalaris, Mark
Cc: Wainstein, Richard
Subject: FW: McDonald's Case 05-CA-144349: Team Dismissal
Importance: High
[Ok to process dismissal or withdrawal.](#)

From: Kalaris, Mark
Sent: Monday, February 09, 2015 12:25 PM
To: Dunham, Geoffrey
Subject: RE: McDonald's Case 05-CA-144349: Team Dismissal
Importance: High
[By any chance have you had an opportunity to review our recommendation to dismiss in this McDonalds case. See below. Thanks](#)
mark

From: Kalaris, Mark
Sent: Wednesday, February 04, 2015 4:58 PM
To: Dunham, Geoffrey
Subject: FW: McDonald's Case 05-CA-144349: Team Dismissal
Importance: High
[Pursuant to the coordination memoranda, I forward to you the Team Dismissal Minute for one of our McDonalds cases. Please note that this McDonalds is a franchisee. This franchisee has not been involved in any of the Good Job Nations protests.](#) (b) (5)
[REDACTED]
[REDACTED]
[REDACTED] [Please advise. The link to the Team Minute is below. Within the document are links to the charge and other case related dev.](#)
mark

From: Molano, Ximena P.
Sent: Wednesday, February 04, 2015 12:07 PM
To: Kalaris, Mark
Subject: McDonald's Case 05-CA-144349: Team Dismissal
Hi Mark,
Here is the [Recommendation to](#) [REDACTED] (this case. It's a February case, so if you or Steve disagree please let me know so I can immediately send out a request for evidence letter and first amended charge.
Thanks,
Ximena

Ximena P. Molano
Field Examiner
National Labor Relations Board
Region 5, Washington Resident Office
1099 14th Street NW, Suite 6300
Washington, DC 20570-0001
Tel: (202) 273-2926
Fax: (202) 208-3013
ximena.molano@nlr.gov
www.nlr.gov

Case Name: McDonald's
Case No.: 05-CA-144349
Agent: Ximena Molano

CASEHANDLING LOG

Date	Person Contacted	Method of Contact	Description of Contact or Activity
1/9/15	Received charge		Refiling of 05-CA-140189.
1/16/15 5:54pm-5:56pm	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) CP	Left VM	(b) (6), (b) (7)(C) Introduced self as BA assigned to investigation. Requested appt. on (b) (6), (b) (7)(C) 15; (b) (6), (b) (7)(C)/15; beginning at (b) (6), (b) (7)(C).
1/20/15 9:21am	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) CP	Received VM	Returned my call; requested I call back.
11:20am-11:23am	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) CP	Received call	Agreed on appt. for: (b) (6), (b) (7)(C) 15, at (b) (6), (b) (7)(C). Gave (b) (6), (b) (7)(C) the address over the phone.
1/23/15 10:20am-10:22am	(b) (6), (b) (7)(C), ER	Received call	(b) (6), (b) (7)(C) said the previous case was dismissed; let (b) (6), (b) (7)(C) know it was withdrawn. (b) (6), (b) (7)(C) asked if this one was going to be w/d also – told (b) (6), (b) (7)(C) I don't have any indication that will happen, but the CP can choose to do so at any point. Let (b) (6), (b) (7)(C) know not asking for any specific info at this point, but (b) (6), (b) (7)(C) may want to start gathering info so if I request it (b) (6), (b) (7)(C) already got a head start.
(b) (6), (b) (7)(C) /15	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) CP	Affidavit	Started aff., but (b) (6), (b) (7)(C) had to leave before completing (b) (6), (b) (7)(C). Issued (b) (6), (b) (7)(C) a letter agreeing should would return (b) (6), (b) (7)(C) /15 to complete.
(b) (6), (b) (7)(C) /15	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) CP	Affidavit	Complete (b) (6), (b) (7)(C) aff.
2/3/15 1:33pm	Randy Sparks, Hoffman and Knolls	Received VM	Just retained by International Golden Foods. Wants to discuss case – understand there's prior history w/withdrawn case. Wants to set a definitive date for deadline. Requested returned call: 804-771-5709.

Date	Person Contacted	Method of Contact	Description of Contact or Activity
5:31pm-5:33pm	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C), CP	Phone	(b) (6), (b) (7)(C) Confirmed (b) (6), (b) (7)(C) has not participated in any strike since employed by the ER.
2/4/14	RO Mark Kalaris		<i>Emailed recommendation to (b) (5).</i> <i>It was approved by the end of the day – (b) (5). Region 2 is coordinating McDonald's cases, so he'll communicate with them.</i>
2/6/15 3:03pm-3:13pm	Randy Sparks, ER	Received call; email	<i>He emailed me, while on the phone, confirming representing ER.</i> Confirmed that there was a prior charge, but doesn't preclude refiling w/in 10(b). He's got a copy of the prior charge. (b) (5), (b) (6), (b) (7)(C) [REDACTED] He's still gathering info from client. Let know not formally requesting info, but if do will request 10-14 day turnaround time. He'll be travelling next week, but would likely be able to submit something by the end of the week or early the following week.
2/9/15 5:31pm	MBK	Received email	<i>Region 2 approved the team dismissal. I should solicit withdrawal.</i>
2/13/15 11:42am-11:47am	(b) (6), (b) (7)(C) [REDACTED] CP	Phone	(b) (6), (b) (7)(C) Explained RD determination and options to w/d or have dismissed. (b) (6), (b) (7)(C) requested to withdraw the charge.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

February 18, 2015

Randy Sparks, Jr., Esq.
Kaufman & Canoles, P.C.
Two James Center
1021 E. Cary St., Ste. 1400
Richmond, VA 23219-0020

Re: International Golden Foods, LLC d/b/a McDonald's
Case 05-CA-144349

Dear Mr. Sparks:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: (b) (6), (b) (7)(C)
[redacted] of Store #14307
International Golden Foods, LLC d/b/a
McDonald's
8996 Fern Park Dr.
Burke, VA 22015-1612

(b) (6), (b) (7)(C)
[redacted]